

# RES13-014

Wilmington, Delaware  
March 7, 2013

#3790

Sponsor:

Council  
Member  
D. Brown

Co-Sponsors:

Council  
Members  
Walsh

Cabrera  
Shabazz

Dorsey Walker  
M. Brown

**WHEREAS**, According to a 2012 report of the American Association of University Women, in the year 2011, women in the workforce of the United States earned 77 percent of what their male counterparts earned; and

**WHEREAS**, Approximately one-third of all employed mothers are the sole providers for their households, or are the only adult member in the workforce; and

**WHEREAS**, More and more women are entering the workforce to supplement their household incomes; and

**WHEREAS**, From the years 2007 through 2011, an average of 50.6 percent of Wilmington's year-round, full-time workforce is comprised of women while an average of 49.4 percent of Wilmington's workforce is comprised of men; and

**WHEREAS**, The median income of women in the Wilmington workforce is \$37,458.00, and the median income of men in the Wilmington workforce is \$46,033; and

**WHEREAS**, According to the Library of Congress summary, "The Paycheck Fairness Act," a bill to amend the Fair Labor Standards Act of 1938, will create incentives for employers to follow legal standards, empower women to negotiate for equal pay and strengthen federal outreach and enforcement efforts. The bill will also deter discrimination by strengthening penalties for equal pay violations and by prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages; and

**WHEREAS**, The Paycheck Fairness Act will go a long way to strengthen the American middle class and to become a vehicle for ALL workers to have a "voice" in earning fair wages for jobs they perform daily.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON, That Wilmington City Council respectfully urges our Delaware United States Congressional delegation, United States Senators Thomas R. Carper and Christopher Coons, and United States Representative John Carney, Jr. to support the passage of **THE PAYCHECK FAIRNESS ACT**. We further respectfully urge all other United States Congress Members to fully support this bill.

Passed by City Council,  
March 7, 2013

ATTEST: Maribel Seijo  
City Clerk

Approved as to form this  
6<sup>th</sup> day of March, 2013

Thomas P. Carney  
Assistant City Solicitor